

**Poway School Employees Association**  
**Membership & Board of Directors Meeting**  
**12245 World Trade Drive, Suite H**  
**San Diego, CA 92128**  
**WEBINAR / IN-PERSON**

**MINUTES for September 13, 2022**

<b>BOARD OF DIRECTORS</b>	
<b>PRESENT</b>	<b>ABSENT</b>
Courtney Martin, President Nancy Brundrett, Vice President Courtney Brown, Treasurer Davin Erickson, Secretary Shannon Reed, Member At Large	Nancy Hall, Parliamentarian
<b>OTHERS PRESENT</b>	
Pamela Contreras, Director of Employee Relations Ricardo Ochoa, General Counsel List of other attendees on file in the PSEA office	

***MEMBERSHIP MEETING***

**CALL TO ORDER     4:47 p.m.**

**FROM THE PRESIDENT:**

- The weather has been nicer lately, and we are grateful that the air conditioning is working at most of our sites and hope everyone is staying cool and healthy.
- Tonight, we have **3 Guest Speakers** who are all running this fall for seats on the Poway School Board. Each speaker will have 10 minutes to speak and 10 minutes to answer questions from our Members. All 3 reached out to PSEA for the opportunity to speak with our Members at this meeting. Members are invited to submit their **Questions & Comments** using the chat feature.
- **The Candidates:**
  - ***Ginger Couvrette*** (running for re-election in *Trustee Area B*)
    - Ginger is a self-described “army brat” who graduated high school in Germany and has lived in Poway for 27 years, which she calls a “special place to raise our families”. She is a physical science teacher with coaching experience at San Marcos High School (coaching soccer and track) and has worked with former Poway City Councilman, Jim Cunningham. She is Chairperson of the Poway Park & Recreation and Budget Committees. Ginger works with students who are not necessarily college-bound, but rather, interested in vocational skills. She believes that the School Board is very “balanced”, and that each Member has their own voice and area of interest. She would like to continue to focus on issues of safety and finances, specifically the finances of remediating learning loss due to the pandemic. She recently had a long conversation with PUSD’s newest Personnel Director, Rebecca Lee, about hiring practices and how to address funding and turnover. She is very interested in the Classification Review cycle and wants to help resolve the discrepancies.
      - *Why would she like to run again?*
        - Her primary focus is CTE (Career & Technical Education) Vocational Programming – she believes having a Board Member who champions this is very important. She wants choices and opportunities for all students and wishes to be a voice of the community on the Board.
      - *What are her thoughts on true inclusion for all students?*
        - Ginger believes the current remodeling of campuses and programs facilitates this and that on-site clubs make students feel included. Fostering connections

- is what she believes makes students feel most safe and secure on campus.
- *How many times has she reached out to PSEA to discuss Members' workplace concerns?*
    - She honestly admits that she has not. However, she voted in favor of classified pay raises and supports the Classification Review. If re-elected, she wishes to increase her outreach to classified employees. She feels retaining employees is crucial because it is more expensive to recruit and train than to retain.
  - *What are her thoughts on classified pay, the 65% turnover rate, and over 550 vacant classified positions?*
    - Ginger believes that starting salaries are too low but is cautious about unilateral percentage increases in pay because the fiscal impact is very different from one job classification to the next, depending on base pay. She wants to see the "whole package" fiscally when we talk about across-the-board percent increases in pay.
  - **Heather Plotzke** (running for election in *Trustee Area C* – the incumbent, T.J. Zane, is not running for re-election)
    - Heather is the Chairperson of the District's CAC (Community Advisory Committee). She has worked for the last 6 years in oversight of District reports, specifically, budgets. She helped write the most recent local plan for Special Education and is a mother of 5 and a grandmother of 2 (3 of whom are in PUSD schools). Her children have been students at 7 different schools, and she believes she can see what works and what doesn't. She says she has logistics down and has been a single parent for many years with a husband serving in the Marines. Heather has 2 Associates Degrees, one in General Education. She has taken many classes in bookkeeping and business and served 30 years with UAW (United Auto Workers) – a lot of experience with Unions. She believes loyalty is important, as has worked for the same company for 16 years. Her family convinced her to run for the Board (in fact, she claims in all her speeches that it is her family running for the seat, not just her) and wishes to "be the change that you want to see in the world." Heather has three main priorities in her campaign: 1) to overcome the broken PUSD hiring process and bring down the number of classified vacancies, 2) to budget-in the needed funds for mental health issues (for both students and staff), which was only funded temporarily by COVID funds, and 3) to "let teachers teach" – fix the training deficiencies (she believes online-only training is unacceptable) and there must be a partnership with stakeholders. She believes the District is a tiered-down pyramid and it's noticeable. She also feels there is little room for feedback and that needs to be fixed.
    - *What are her thoughts on classified compensation?*
      - Heather spoke with Management at the end of last school year to explain that a strike would not be a good look. She was mobilizing to have the whole of the CAC march with PSEA for wages. She believes the money is there, it's just a matter of looking at the budget and understanding what really needs to stay and what doesn't, and that accountability of all funding is important.
    - *What are her thoughts on outsourcing?*
      - There is a hiring firm that is being used to fill vacant Instructional Assistant positions and they make more money. She believes that if the District is willing to pay more to an outside firm, why would anyone work for the District who could do the same work for one of these outside firms? Heather feels that these connections need to be cut or phased out (outside employees work for only a limited span of time or have the option to work permanently for the District), to retain more employees.
    - *What are her thoughts on outreach to PSEA Members?*
      - Heather would like to hear more from PSEA and its Members. If elected, she wishes to continue conversations with classified staff on-site. She believes PUSD needs to be seen as a team, and the District is not looking at it that way.
  - **Frida Brunzell** (running for election in *Trustee Area B*)
    - Frida is an immigrant from Sweden who moved to San Diego nearly 20 years ago. She has been very active in all things PTA at more than one site and in the Palomar Council,

the group that oversees all the PTA's at PUSD's schools. She has spent time in Sacramento speaking with legislators. Her focus is on more funding, reading programs, and safer parking lots. She believes education is all about every child reaching their full potential. Frida has a professional background in chemical engineering with a degree from Sweden. She says every profession in Sweden has a Union. She worked for years in a paper mill in Germany and learned a lot about Unions. Later, she worked for Osmonics, a water filtration and sanitation solutions company in the US. She believes that Unions play a crucial role in seeing to it that we all work together with common cause. Frida feels that PUSD's change toward more inclusive practices is a great idea and she personally supports this move, but employees are not given proper training or training that is on company time. She is aware of the more than 550 open classified positions and that employees can make more money elsewhere. It is shocking to Frida that the Superintendent was given yet another raise instead of addressing hiring needs. All of Frida's children have IEP's (Individualized Education Programs) and she really believes that one adult in a child's educational experience can make a difference – no child is raised only by their parents; any person can make a difference in a child's life.

- *How would she ensure accountability with the District?*
  - Frida says the District claims to be “data-driven”, but she doesn't see that. As a Member of the District's Safety Committee, she recalls the ideas written and posted on boards using Post-It notes, but fears that the ideas simply fall off and are lost. Frida wants 5-year updates and regular check-ins.
- *How does Frida feel about direct fiscal accountability?*
  - While in the PTA, she participated in a bond study. They were concerned that the District hadn't started earlier to build trust with the community regarding the bond (from 2020). She is not surprised it didn't pass because the community does not trust the District. There was extra funding, and they chose not to fix this. It has been an issue for years.
- *What are her thoughts on Management's view on the worth of classified staff?*
  - Frida was honestly not aware that this was an issue felt by classified staff until a conversation with our PSEA President, Courtney Martin. She also does not understand why PSEA can't get fair wages for classified staff, but teachers can. Frida is looking forward to more conversations with PSEA to better understand the staffing and pay situations. She also believes that it would be beneficial to have classified support staff involved in IEP meetings.

**ADJOURNMENT OF MEMBERSHIP MEETING** 6:04 p.m.

\*\*\*\*\* 10-MINUTE BREAK (Approximately) \*\*\*\*\*

**BOARD MEETING**

**QUORUM/CALL TO ORDER** 6:10 p.m. A quorum was established.

**CLOSED SESSION**

Nothing to report.

**REVIEW & APPROVAL OF MINUTES**

- **August 24, 2022 Meeting Minutes** – *Motioned by:* Davin Erickson; *Second by:* Nancy Brundrett.  
Unanimously approved.

**OFFICER REPORTS**

**PRESIDENT'S REPORT**

The President reported:

- **School Board Candidates**
  - Thank you to all Members in attendance to hear from the three candidates that reached out to PSEA and expressed a desire to support classified staff. We also appreciate the engagement and questions submitted by our Members to these candidates.

- **Contract Ratification Polling**
  - Thank you to all the volunteers who helped with polling for our recent contract ratification vote. We had over 200 more votes cast than last time. Every voice and every vote matters to PSEA and helps us with future negotiations.
- **Classification Review**
  - Currently on Years 3 through 6. The District has reached out to employees who fall under the current years of the Review and organized focus groups. If no one attended a particular focus group, they reached out to employees in that group and rescheduled the meeting of that focus group. It will take 5 to 8 weeks for the consultants to put together their recommendations. There are multiple mechanisms of feedback – watch your emails for opportunities.
- **Out-of-Classification Work**
  - A section in our contract allows for the use of a form to be filled out if you have worked out-of-classification for 5 days within a 15-day calendar period. Please contact PSEA for details if you feel you are being asked to work out of classification so we may assist you.
- **Workload Issues**
  - We are working with certain groups of employees to address workload concerns. Contact us if you have questions. We have twice-monthly meetings with Human Resources.
- **SPSL (Supplemental Paid Sick Leave)**
  - SPSL, the state-covered sick pay exclusively for absences due to COVID-19, is still in effect until the end of September. If you are out with COVID, fill out the form and submit it. We will update you at our next meeting regarding pending legislation to extend this leave.
- **Transferring to Year-Round Sites**
  - If you have voluntarily or involuntarily transferred to a site with a year-round schedule (Valley Elementary or Abraxas High School), it may affect your pay. PSEA recommends that you contact your payroll technician first if you feel there is a pay discrepancy.
- **Social Media Training with Site Reps and Supervisors**
  - An email went out today from James Jimenez to all PSEA site representatives regarding an upcoming training on social media and individual and collective employee rights. This training stems from a settled PSEA PERB (Public Employment Relations Board) charge where management attempt to limit the free speech rights of an employee. You should be paid for your time or released from your job to do the training.

**VICE PRESIDENT'S REPORT**

The Vice President reported:

- Nothing to report.

**TREASURER'S REPORT**

The Secretary reported:

Beginning Balance:	\$203,209.18
Deposits/Credits:	\$41,271.71
Withdrawals/Debits	\$27,300.60
Ending Balance:	\$217,180.29

The President ordered the Treasurer's Report be filed.

**SECRETARY'S REPORT**

The Secretary reported:

- *“Roses are red, violets are blue.  
This meeting is great, and so are all of you.”*  
**-Unknown**

**PARLIAMENTARIAN'S REPORT**

Absent. The President reported:

- The Bylaws Committee has convened, and we thank those who stepped up and participated. The current bylaws are on the PSEA website.

**MEMBER AT LARGE REPORT**

- **Shannon Reed:**

Lots of new faces came out to vote and plenty of older faces bringing out the new faces. There is a momentum for change. Everyone is tired and it's too early to be tired.

### **GENERAL COUNSEL'S REPORT**

Our General Counsel reported:

- **Working Out-of-Classification**

- This is covered in the Wages Article for Unit I and in Article V for Unit II. Some adjustments were necessary in our Agreements due to the new Step-6 in wages. Out-of-classification work is 5 working days out of a 15-day calendar period, with the pay not to exceed Step-6. If you are repeatedly being asked to do out-of-classification work, you may be eligible.

The President reported:

- In Labor Relations, we are discussing every angle where out-of-classification work is happening. Also, work beyond your contract hours needs to be on a time sheet and noted for the position in which you were working so you receive proper pay.

Our General Counsel reported:

- If you are ever asked to do out-of-classification work that you feel is unsafe due to lack of training or an imminent threat to life and limb or health, you may refuse to do the work on these grounds.

The President reported:

- Working out of classification can be a huge liability to the employee if you are asked to do work you are not qualified to do such as medical procedures.

### **DIRECTOR OF EMPLOYEE RELATIONS REPORT**

The Director of Employee Relations reported:

- Employees have reached out because they have been instructed to operate equipment they are not trained to use. If this sounds like you, contact us.
- If something doesn't seem right with your pay warrant (also known as a "paycheck"), reach out to your payroll technician, then to us if there is a problem. Some advice to site representatives: let your fellow employees know that if they are experiencing problems with their wages, they should keep all documentation (such as contracts and pay stubs) and call Pamela Contreras at PSEA with a detailed message. Forwarding correspondence you have already had to PSEA helps us assist you in a more timely fashion. Some errors in wages can take longer than others to correct. Keep an eye on your pay each month and report discrepancies or questions sooner rather than later.

### **COMMITTEE REPORTS**

- **Professional Learning – Julianne Phillips:**

Absent. The Secretary Reported:

- **Pro-Growth Day**
  - September 19, 2022 is Pro-Growth Day.
  - Enrollment for classes will close on Thursday, September 15th.
  - Venues: TPC, PSEA Office, and Zoom.
- **Education Financial Incentive Program**
  - Submission deadlines for 2022-2023 school year are 9/22/2022; 1/19/2023; 5/18/2023.
  - Committee Meeting Dates are 9/29/2022; 1/26/2023; 5/25/2023.
- **Professional Partner Program**
  - Letters assigning mentors are going out monthly.
- **CLC's (Classified Learning Cooperative)**
  - Many CLC offerings are ready for 2022-2023.
- **PLAB (Professional Learning Advisory Board)**
  - There is still 1 vacancy for a Classified Board Member/CLC Rep (replacing Pauline Moroz) and 2 vacancies for District members (replacing Tina Ziegler and Anton Lotter).
- **Professional Learning Coordinator**
  - Julianne Phillips' last day in the office is September 19, 2022.
  - Melanie Rodriguez will start in October at 15 hours per month, moving to 30 hours per month in November, and for the remainder of her term as PLC.

**GENERAL ORDERS**

- None reported.

**NEW BUSINESS**

- None reported.

**MEMBER QUESTIONS/COMMENTS**

- **Social Media Training**
  - This will be offered on two workdays and site reps should be paid on a timesheet or take the training during contacted hours. See the email from James Jimenez for details. The purpose of this training is to share employee rights with employees and supervisors. This is part of a settlement regarding a situation where supervisors were intimidating employees over their comments on social media.
- **Pro-Growth Day**
  - Shelley Moore, the keynote speaker on September 19 (Pro-Growth Day), will present at different times for Elementary, Middle School, and High School staff. More information has been sent to principals. We hope to see you there. It is not mandatory to attend the classes and presentations, but it is a required workday. Also, your supervisor cannot prevent you from attending (in favor of working on-site) or dictate which offerings you attend on a Pro-Growth Day.

**EVENT CALENDAR**

- September 26, 2022            Personnel Commission Meeting
- October 11, 2022            PSEA Board Meeting
- October 13, 2022            School Board Meeting

**ADJOURNMENT OF BOARD MEETING**            7:00 p.m.

ATTEST:

\_\_\_\_\_  
Davin Erickson, PSEA Secretary

Date: \_\_\_\_\_

Next Meeting: October 11, 2022